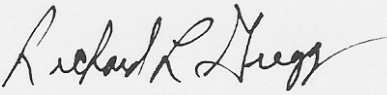


Financial Management Service
memorandum

Date: December 2, 2004

To: All FMS Employees

From: Richard L. Gregg
Commissioner 

Subject: Equal Employment Opportunity Policy Statement

As Commissioner, I want to express my personal commitment to equal employment opportunity (EEO). It is essential to our mission that all FMS employees work in an environment that is free from discrimination. We will deny no one an opportunity because of his or her race, sex, religion, color, national origin, age, disability, sexual orientation, parental status, or protected genetic information.

Individuals who believe that they have been discriminated against or harassed must be permitted to use the EEO process without fear of reprisal. In order to insure the integrity of the EEO process, all employees will cooperate fully during official investigations into allegations of discrimination. I recognize that prolonged complaint activity can have an adverse impact on morale and productivity. Therefore, we must utilize innovative and efficient approaches to the resolution of all workplace disputes.

We must also reaffirm our resolve to attract, advance and retain a workforce that reflects the diversity of our nation. While we have made progress in this area, we must continue to ensure that minorities, women and people with disabilities are represented throughout the entire organization. Our diversity must remain one of our greatest attributes.

I am confident that, with all of us working together, FMS will remain an organization that safeguards equal opportunity for all employees and respects the dignity of all people.

Service: Our Last Name But Our First Priority